

Intellectual Property Management Plan Linked to Business Strategies

(This English translation is based on the Chinese original and is for reference only.

In the event of any inconsistency, the Chinese original shall prevail.)

CHEM (the “Company”) has formulated an intellectual property (“IP”) management plan that is linked to its business strategies. The Company promotes IP in energy development through five major aspects: setting policy goals; establishing a management system; providing and maintaining resources; evaluating risks and opportunities; and continuously improving relevant mechanisms. The Company also fulfills its corporate social responsibility and global civic responsibility by sharing the results of its IP efforts.

1. IP management strategies:

Energy, hydrogen energy and microgrids are the strategic goals of the Company’s future development. On the localization front, the Company has already carried out various plans and will continue to advance its local production policies in order to enhance local development and local supply of equipment/materials. It is hoped that through these processes, more IP will be created, and the Company’s IP can be properly managed and protected.

2. Possible IP risks and countermeasures:

In the era of a globalized knowledge economy, in addition to focusing on the utilization and added value of IP rights, we must also address the risks and challenges that come along with them. The Company actively engages in patent portfolio searches, explores new technological frontiers and build patent barriers to stay ahead in the industry. In addition, in order to promote the rapid development of the industry, the Company negotiates technology licensing with technology seekers. Through global patent analysis and deployment, the Company collaborates with like-minded parties from around the world to adopt trends such as localizing production and the supply chain. However, risks may arise during the IP lifecycle, such as the cost of remedies or losses due to unlawful infringement, as well as the failure to timely protect new IP and missed opportunities resulting from internal and external parties (e.g., internal staff, employees or outsourced contractors, and academic partners in industry-academia collaborations) not fully understanding the scope, duration, and necessary protective measures of IP rights, thus affecting the Company’s competitiveness or operating performance. To avoid such risks, the Company regularly invites external experts to hold lectures and training for legal, R&D, business, and procurement personnel. Besides formulating and implementing measures to protect customers’ IP, the Company also strengthens its supply chain management policy in relation to IP management so as to genuinely embed the DNA of IP management and maintenance into every employee.

3. IP management system:

In order to prevent the above-mentioned risks, the Company has identified the opportunities or risks related to IP management and formulated relevant countermeasures. Such countermeasures include establishing policies and rules, providing education and training, implementing confidentiality management, and introducing inventory, maintenance and protection mechanisms, all of which are aimed to effectively eliminate and mitigate the risk of damage. In the future, the Company will formulate an IP management plan annually in accordance with the aforementioned strategies and relevant management standards, and report to the Board of Directors at least once a year on the content and implementation of the plan.

(1) Management of patents and trademarks

In accordance with the Company's IP Management Regulations and related rules, various internal units continuously evaluate and, together with the R&D unit, have to indicate the reasons and necessity for obtaining IP rights. They also work with outside firms to handle IP rights applications, maintenance, protection, enforcement, and licensing.

(2) Management of trade secrets and copyrights

According to the Company's Information Security Management Regulations, all employees and the supply chain have the following obligations:

i) *Document management*

Employees and supply chain partners are required to maintain document confidentiality, including classification, labeling, control, and access, so as to ensure the confidentiality of unpublished IP.

ii) *Confidentiality obligations*

All employees are required to abide by confidentiality and non-compete rules regarding technology, processes, designs, operational strategies, R&D designs or plans, and information conducive to the Company's competitive advantage that have not been made known to the public, in order to prevent theft and leakage of such information through the Internet. Through education and training, as well as employee work rules, employees are clearly informed of their obligation to maintain confidentiality. The Company requires business partners to sign a confidentiality agreement and includes them in its IP management plan.

Implementation Status

The following was reported to the Board of Directors on March 5, 2025:

1. Obtaining the Taiwan IP Management System ("TIPS") certification on December 31, 2024:

In order to enhance its IP management framework, the Company has officially included patents as one of the targets of management and obtained the TIPS certification, which will be valid till December 31, 2025. The Company has published its IP management plan and the implementation status under the Corporate Governance section of its official website.

2. Trademark management:

- (1) Due to the expansion of domestic and international business operations, prior trademark searches and classification of the Company's products are made to evaluate whether to file relevant trademark applications.
- (2) The Company strengthens the enforcement of its registered domestic and international trademarks by closely working with external trademark law firms to monitor whether its trademarks have been infringed.
- (3) The Company regularly applies for extension of trademark validity and ensures that all internal units using its trademarks follow the approved designs and keep records of their use, so as to prevent third parties from asserting non-use and filing for cancellation of the registration.
- (4) The designated unit is responsible for preserving and cataloging relevant rights documents.

3. Trade secret management:

- (1) The Company continues to ensure that employees comply with their confidentiality

obligations.

- (2) The Company strengthens staff awareness of confidentiality and adherence to confidentiality rules.
- (3) The Company strengthens the protection of trade secrets mutually disclosed in business transactions, and also signs a confidentiality agreement with the parties receiving confidential information.
- (4) The designated unit is responsible for defining and inventorying trade secret information, and implementing tiered access controls and usage permissions.

4. Copyright management:

- (1) The Company ensures that it owns the copyrights to works created by employees in the course of their duties.
- (2) Through contractual arrangements with suppliers, all works produced in the course of their contract performance, and their copyrights, either belong to or are licensed to the Company.
- (3) The Company understands the content of local copyright systems and protection regulations in foreign markets.

5. Patent management:

- (1) The Company invites patent law firms to provide its R&D personnel with guidance on patent applications so as to foster innovative technological ideas.
- (2) The Company conducts immediate patent searches for marketing and business development purposes, and also works with patent law firms to propose strategies and file applications for patent registration.
- (3) The Company understands the differences in patent registration and protection across countries in order to decide whether to submit a patent application in a particular jurisdiction.
- (4) Upon receipt of an infringement warning letter or a similar document, the Company will analyze the distinctive features of the patent owned by the letter's author and compare it with its own products to identify who is the actual infringing party.
- (5) The designated unit is responsible for enforcing the Company's patents and preserving and cataloging all patent documents.

6. Management measures:

In addition to managing the Company's IP assets, the relevant staff from the R&D team and the legal unit have the following duties:

- (1) Ensure that the relevant co-workers are aware of the Company's IP management policy and goals.
- (2) Ensure the establishment, implementation and maintenance of processes required for the Company's IP management system (such as confidential data storage location control) and make adjustments when necessary.
- (3) Ensure that the above-mentioned processes achieve the expected results.
- (4) Clearly communicate to departing/retiring employees about the ownership of relevant IP, their confidentiality and non-compete obligations, etc.

- (5) Inform co-workers that they may not disclose or use any trade secrets of their former employers.
- (6) Monitor competitors' announcements about their patent and trademark registrations.
- (7) Engage patent law firms to advise on IP matters.
- (8) Encourage co-workers to attend IP education and training courses. The following courses were offered in 2024:
 - i) Introduction to IP management procedures and TIPS (2016)
 - ii) TIPS (2016) – audit explanation – principles and field exercises
 - iii) Basic IP concepts
 - iv) Management of trade secrets
 - v) Patent specification drafting

7. Approved IP applications:

(1) Patent

As of the end of 2024, the Company accumulated a total of 46 approved patent applications globally.

(2) Trademark

As of the end of 2024, the Company accumulated a total of 79 approved trademark applications globally.

8. Planned continuation of IP management system certification:

(1) TIPS